



*"Tony is just a great person to work with. He'll really challenge you in a way you least expect, which will both develop you as a person and as a business person"*

## How Coaching Can Make a Difference

I treat each client and their situation as unique and tailor my approach to coaching in a way that enables my clients to successfully achieve their objectives. Coachees have described me as engaging and an excellent listener, whilst at the same time providing an appropriate level of personal challenge.

My coaching is designed to provide clients with the structure and space to consider a topic in order to achieve fresh perspectives and new insights. I encourage exploration and reflection on their topic from a range of different views, both from within their organisation and from other linked roles in their life. This enables clients to generate effective solutions, action plans and outcomes resulting from coaching.

## Recent Assignments

- Increasing confidence and influence for a new Executive Committee member
- Coach to Warwick Business School MBA programmes
- Creating development action plans based on 360 feedback with members of management team
- Career coaching for Manager wishing to move across functions and sectors
- Developing increased impact in management presentations for senior manager

## Coaching Specialisms

- Enhancing leadership skills
- Supporting the transition into a new role
- Building competencies for personal development
- Enabling functional specialists to become general managers

## Business Experience

- Prior to becoming a coach, I spent 15 years as the Director of HR for a FTSE leisure sector company. In this role I developed and implemented the HR strategy which underpinned a successful major business transformation programme including creating an internal coaching and mentoring scheme to support senior managers in implementing change and to improve the succession of top talent to leadership roles.
- My previous career also includes periods of time in manufacturing and high street retailing at Board and Executive level.

## Qualifications and Accreditation

- Masters Degree in Coaching and Mentoring (Oxford Brookes University)
- Qualified user of Myers Briggs Type Indicator, OPQ, 16PF, 360 Feedback and Ability Tests
- Quality Service Diploma (Disney Institute Florida)
- Assessment and Development Centre Design